

IFW

<b>TRANSMITTAL OF INFORMATION DISCLOSURE STATEMENT</b> <b>(Under 37 CFR 1.97(b) or 1.97(c))</b>	Docket No. 15854.4
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In Re Application Of: **Black et al**

Application No.	Filing Date	Examiner	Customer No.	Group Art Unit	Confirmation No.
10/848,809	May 19, 2004	Unknown	022913	3622	6228

Title: **AUTOMATED COMPLIANCE FOR HUMAN RESOURCE MANAGEMENT**



Address to:  
**Commissioner for Patents**  
P.O. Box 1450  
Alexandria, VA 22313-1450

**37 CFR 1.97(b)**

- The Information Disclosure Statement submitted herewith is being filed within three months of the filing of a national application other than a continued prosecution application under 37 CFR 1.53(d); within three months of the date of entry of the national stage as set forth in 37 CFR 1.491 in an international application; before the mailing of a first Office Action on the merits, or before the mailing of a first Office Action after the filing of a request for continued examination under 37 CFR 1.114.

**37 CFR 1.97(c)**

- The Information Disclosure Statement submitted herewith is being filed after the period specified in 37 CFR 1.97(b), provided that the Information Disclosure Statement is filed before the mailing date of a Final Action under 37 CFR 1.113, a Notice of Allowance under 37 CFR 1.311, or an Action that otherwise closes prosecution in the application, and is accompanied by one of:

the statement specified in 37 CFR 1.97(e);

OR

the fee set forth in 37 CFR 1.17(p).

**TRANSMITTAL OF INFORMATION DISCLOSURE STATEMENT**  
**(Under 37 CFR 1.97(b) or 1.97(c))**

Docket No.  
15854.4

In Re Application: **Black et al**

Application No.	Filing Date	Examiner	Customer No.	Group Art Unit	Confirmation No.
10/848,809	May 19, 2004	Unknown	022913	3622	6228



**Payment of Fee**  
(Only complete if Applicant elects to pay the fee set forth in 37 CFR 1.17(p))

- A check in the amount of \_\_\_\_\_ is attached.
- The Director is hereby authorized to charge and credit Deposit Account No. **23-3178** as described below.
- Charge the amount of \_\_\_\_\_
- Credit any overpayment.
- Charge any additional fee required.

**Certificate of Transmission by Facsimile\***

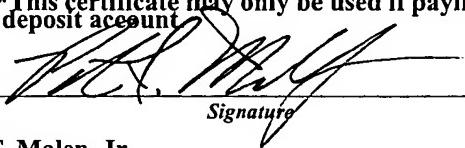
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Signature

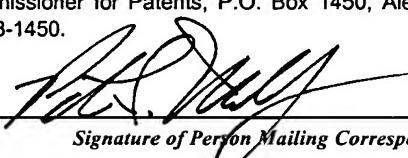
Peter F. Malen, Jr.

Attorney for Applicant

Reg. No.: 45,576

**Certificate of Mailing by First Class Mail**

I certify that this document and fee is being deposited on **August 2, 2004** with the U.S. Postal Service as first class mail under 37 C.F.R. 1.8 and is addressed to the Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450.



\_\_\_\_\_  
Signature of Person Mailing Correspondence

Peter F. Malen, Jr.

\_\_\_\_\_  
Typed or Printed Name of Person Mailing Certificate

Dated: **August 2, 2004**

CC:



PATENT APPLICATION  
Docket No: 15854.4

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of	)	
	)	
Black, et al	)	
	)	
Serial No.:	10/848,809	) Art Unit
		) 3622
Confirmation No.:	6228	)
		)
Filed:	May 19, 2004	)
		)
For:	AUTOMATED COMPLIANCE FOR HUMAN	)
	RESOURCE MANAGEMENT	)
		)
Examiner:	Unknown	)

INFORMATION DISCLOSURE STATEMENT  
UNDER 37 C.F.R. § 1.97

Commissioner for Patents  
P.O. Box 1450  
Alexandria, VA 22313-1450

Sir:

Please find, pursuant to 37 C.F.R. § 1.98(a)(1), the enclosed Form PTO-1449 which contains a list of all patents, publications, or other items that have come to the attention of one or more of the individuals designated in 37 C.F.R. § 1.56(c). While no representation is made that any of these references may be "prior art" within the meaning of that term under 35 U.S.C. §§ 102 or 103, the enclosed list of references is disclosed so as to fully comply with the duty of disclosure set forth in 37 C.F.R. § 1.56.

Moreover, while no representation is made that a specific search of office files or patent office records has been conducted or that no better art exists, the undersigned attorney of record

believes that the enclosed art is the closest to the claimed invention (taken in its entirety) of which the undersigned is presently aware, and no art which is closer to the claimed invention (taken in its entirety) has been knowingly withheld.

In accordance with 37 C.F.R. §§ 1.97 and 1.98, a copy of each of the listed references or relevant portion thereof is also enclosed.

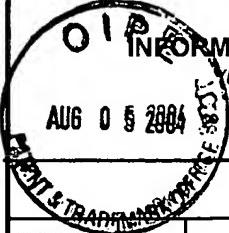
DATED August 2, 2004.

Respectfully submitted,



Peter F. Malen, Jr.  
Attorney for Applicant  
Registration No. 45,576  
Customer No. 022913

PFM:jw  
JLW000000974V001

<p style="text-align: center;"><b>O I P</b>  <b>INFORMATION DISCLOSURE CITATION</b>  <small>(Use several sheets if necessary)</small>  <b>AUG 05 2004</b>   </p>				ATTY DOCKET NO. <b>15854.4</b>	APPLICATION NO. <b>10/848,809</b>		
				APPLICANT(S) <b>Black, et al</b>			
				FILING DATE <b>May 19, 2004</b>	GROUP ART UNIT <b>3622</b>		
				<b>U.S. PATENT DOCUMENTS</b>			
*EXAMINER INITIAL	DOCUMENT NUMBER	DATE	NAME	CLASS	SUBCLASS	FILING DATE IF APPROPRIATE	
1.	6,526,404	02/25/03	Slater, et al	707	5		
2.	6,411,938	06/25/02	Gates, et al	705	30		
3.	6,385,620	05/07/02	Kurzius et al	707	104.1		
4.	6,381,592	04/30/02	Reuning	707	3		
5.	6,343,275	01/29/02	Wong	705	26		
<b>U.S. PATENT APPLICATION PUBLICATIONS</b>							
*EXAMINER INITIAL	DOCUMENT NUMBER	DATE	NAME	CLASS	SUBCLASS	FILING DATE IF APPROPRIATE	
<b>FOREIGN PATENT DOCUMENTS</b>							
	DOCUMENT NUMBER	DATE	COUNTRY	CLASS	SUBCLASS	TRANSLATION	
						.YES      NO	
<b>OTHER DOCUMENTS (Including Author, Title, Date, Pertinent Pages, Etc.)</b>							
EXAMINER			DATE CONSIDERED				
<small>*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.</small>							

**INFORMATION DISCLOSURE CITATION**  
*(Use several sheets if necessary)*

ATTY DOCKET NO.  
**15854.4**

APPLICATION NO.  
**10/848,809**

**Black, et al**

FILING

**May 19, 2004**

GROUP ART

**3622**

**U.S. PATENT DOCUMENTS**

*EXAMINER INITIAL		DOCUMENT NUMBER	DATE	NAME	CLASS	SUBCLASS	FILING DATE IF APPROPRIATE
	6.	<b>6,289,340</b>	09/11/01	Puram et al	707	5	
	7.	<b>6,275,812</b>	08/14/01	Haq et al	705	11	
	8.	<b>5,913,198</b>	06/15/99	Banks	705	4	
	9.	<b>5,884,270</b>	03/16/99	Walker et al	705	1	
	10.	<b>5,659,616</b>	08/19/97	Sudia	380	23	

**U.S. PATENT APPLICATION PUBLICATIONS**

*EXAMINER INITIAL		DOCUMENT NUMBER	DATE	NAME	CLASS	SUBCLASS	FILING DATE IF APPROPRIATE

**FOREIGN PATENT DOCUMENTS**

		DOCUMENT NUMBER	DATE	COUNTRY	CLASS	SUBCLASS	TRANSLATION	
							YES	NO

**OTHER DOCUMENTS** *(Including Author, Title, Date, Pertinent Pages, Etc.)*


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**DATE CONSIDERED**

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**U.S. PATENT DOCUMENTS**

*EXAMINER INITIAL		DOCUMENT NUMBER	DATE	NAME	CLASS	SUBCLASS	FILING DATE IF APPROPRIATE
11.		<b>5,600,554</b>	<b>02/04/97</b>	Williams	<b>395</b>	<b>201</b>	
12.		<b>4,819,162</b>	<b>04/04/89</b>	Webb, Jr. et al	<b>364</b>	<b>401</b>	
13.		<b>6,401,079</b>	<b>06/04/02</b>	Kahn et al	<b>705</b>	<b>30</b>	

**U.S. PATENT APPLICATION PUBLICATIONS**

*EXAMINER INITIAL		DOCUMENT NUMBER	DATE	NAME	CLASS	SUBCLASS	FILING DATE IF APPROPRIATE

**FOREIGN PATENT DOCUMENTS**

		DOCUMENT NUMBER	DATE	COUNTRY	CLASS	SUBCLASS	TRANSLATION
							YES

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